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WELSH NAMED DEPUTY LIBRARIAN

The Librarian of Congress, Daniel J. Boorstin, has appointed William J. Welsh, since 1968 director of the Library's Processing Department, as Deputy Librarian of Congress, effective February 2. He will succeed John G. Lorenz, who will be leaving to become executive director of the Association of Research Libraries [see p. 50].

In announcing the appointment, Dr. Boorstin said, "Mr. Welsh has already established himself as a leader and innovator in the world of libraries. He is admired for his imagination, energy, and good judgment in this country and abroad. His willingness to assist in the leadership of the Library of Congress for the coming years augurs well for the future and encourages us to believe that our high hopes may be realized."

The position of Deputy Librarian of Congress is the second-ranking post in the Library of Congress. The incumbent, the Librarian's deputy at all times, serves as Acting Librarian in his absence and shares his responsibilities in providing service to Congress, the Federal Government, the scholarly community, and the public. Mr. Welsh brings to the post many years of library experience, 29 of them in the Library of Congress. A native of Weatherly, Pa., he is a graduate of the University of Notre Dame, where he also studied law. For six years (1941-47) he served with the U.S. Air Force, where he rose to the rank of major. His interest in library work began during his college years when he served as assistant librarian in the Notre Dame Library. Later he was librarian for the Alaskan Division Headquarters of the Air Transport Command.

Joining the staff of the Library of Congress in March 1947 as a library assistant in a postwar project for cooperative acquisitions for more than 100 libraries, he rose rapidly to progressively more responsible positions as his remarkable abilities and superior

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TASK FORCE NAMED

On January 16, Librarian of Congress Daniel J. Boorstin announced the creation of a staff Task Force on Goals, Organization, and Planning to advise him in a full-scale review of the Library and its activities. The Task Force chairman is John Y. Cole; its members are Alan M. Fern, Beverly Gray, Tao-Tai Hsia, Edward Knight, Lucia Rather, Lawrence S. Robinson, Norman J. Shaffer, Robert D. Stevens, Elizabeth Stroup, and Glen A. Zimmerman. With the guidance of the Librarian, the Task Force will seek counsel and solicit ideas from the Library's staff and will draw on the advice and suggestions of a number of outside advisory groups chosen to represent the Library's constituencies. The Task Force office is Room 310 in the Main Building (ext. 6234). A detailed statement from the Librarian regarding his review will be available at a later date.

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UMPIRE FINDS CRS, LAW LIBRARY, LIBRARY-WIDE UNITS APPROPRIATE

On January 18, Umpire Frederick U. Reel issued a decision and direction of election in which he found three units of employees were appropriate within the Library for the purposes of exclusive recognition and bargaining. In the same decision he dismissed six other representation petitions filed by the Association of Data Processing Employees (ADPE) for a unit of systems analysts and their support personnel, and by the Black Employees of the Library of Congress (BELC) for five separate divisions within the Administrative and Processing Departments. The representation petitions, which were duly filed under Section V of the Instructions issued pursuant to LCR 2026, were the subject of hearings held in December 1975. Mr. Reel directed three secret ballot elections be held on February 18, 1976, among the employees in the units found appropriate for the purpose of determining whether or not they desire to have exclusive bargaining representatives.

The Umpire found the following units appropriate for the purposes of collective bargaining under LCR 2026:

(1) All professional and non-professional employees of the Library of Congress, including regular part-time employees, but excluding employees of the Congressional Research Service (CRS) and excluding temporary employees, employees of the Personnel Office, and all persons excluded from the definition of "Employee" in Section 3 C of LCR 2026;

(2) All professional and non-professional employees of CRS, including part-time employees, but excluding temporary employees and all persons excluded from the definition of "Employee" of Section 3 C of the Regulation;

(3) All professional and non-professional employees of the Law Library, including regular part-time employees, but excluding temporary employees, and all persons excluded from the definition of "Employee" in Section 3 C of the Regulation.

The complete text of the Umpire's decision is printed as an appendix to this issue of the LC *Information Bulletin* on pp. 58-62.

NOTICE

The Library of Congress, at the request of the Assistant Public Printer, now supplies copies of the *Library of Congress Information Bulletin* to the Superintendent of Documents for distribution to depository libraries. Depository libraries now receiving the *Bulletin* from the Library of Congress for whom the one copy from the Superintendent of Documents will be adequate should request cancellation of their Library subscription by returning the address stencil to the Publications Distribution Unit, Library of Congress, Washington, D.C. 20540.

Although in the interest of economy it would like to limit the number of copies printed and distributed, the Library will continue to supply extra copies to depository and other libraries whose physical arrangements make multiple copies necessary.

CONCERT AT LIBRARY FEATURES VOCAL AND INSTRUMENTAL MUSIC

A concert of vocal and instrumental chamber music featuring Phyllis Curtin, soprano; Doriot Anthony Dwyer, flute; Lynn Harrell, violoncello; and Ryan Edwards, piano, will be presented at the Library on Friday, January 30. Each of the performing artists has appeared as a soloist with major symphony orchestras. Mr. Edwards, who has accompanied Miss Curtin for 17 years, is a member of the faculty of the Yale University Graduate School of Music. Doriot Anthony Dwyer is principal flutist for the Boston Symphony Orchestra and an adjunct professor at Boston University. Lynn Harrell is artist-in-residence at the College Conservatory of Music at the University of Cincinnati and a permanent member of the Chamber Music Society at Lincoln Center.

The program, which is sponsored by the Elizabeth Sprague Coolidge Foundation in the Library of Congress, will include "Deux stèles orientées . . ." for soprano and flute by Jacques Ibert; "Deux Poèmes de Ronsard" for soprano and flute Op. 26 by Albert Roussel; "Wind Song" for flute by Sidney Lanier; Trio for flute, violoncello, and piano by Ned Rorem; Three songs to poetry of Peter Viereck for soprano, flute, and violoncello (1975) by Bruce Saylor; and Chansons madécasses by Maurice Ravel.

The concert will begin promptly at 8:30 p.m. in the Coolidge Auditorium. Tickets for the concert will be distributed by Patrick Hayes, 1300 G St. N.W., beginning at 8:30 a.m., Monday, January 26. A service charge of 25 cents is placed on each ticket, and only two tickets are distributed to an individual. Telephone reservations may be made on Monday morning by calling 393-4463. Mail orders are not accepted.

The broadcast for this concert will be delayed until the end of the current season by Station WETA-FM. It will be made available to stations in other cities through the Katie and Walter Louchheim Fund in the Library of Congress.

WELSH NAMED DEPUTY LIBRARIAN

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accomplishments were recognized. He served as head of the Order Unit, of the Accessioning Unit, and of the Order Section in the Order Division; as head of the *East European Accessions Index* project; as administrative officer of the Processing Department and as associate director of both the Administrative

Mr. Welsh

Department and of the Processing Department. In May 1968 he was named director of the Processing Department, the largest of the Library's six major departments, which is concerned not only with acquisitions, cataloging, classification, and many technical processes of the Library of Congress, but also with numerous operations that are important to the national library's services to the Nation's libraries and, thereby, to scholars.

In addition to handling worldwide acquisitions for the Library's own collections, the department is responsible for the exchange of library materials with domestic and foreign institutions; the preparation of the Library of Congress and the Dewey Decimal classification; the production and distribution of cataloging information through printed catalog cards, book catalogs, and magnetic tapes for computer use; the compilation of national union catalogs in cooperation with other institutions; and research in technical library processes. For his imaginative leadership of this department, Mr. Welsh was honored in 1971 at the American Library Association annual meeting with the Melvil Dewey Award. Calling attention to the diverse activities of the department, which "has the

most immediate and wide-ranging impact on other libraries of any of the departments of the Library of Congress," the citation read:

Since 1964 as its Associate Director and since 1968 as its Director, Mr. Welsh has expanded the Department's activities and strengthened its friendly relationships with the multitude of libraries it serves. He has not waited for public demand, but has kept ahead of the field by anticipating needs.

It is to honor his active and wide-ranging contributions to libraries and his energy, leadership, wide knowledge and dedication to service that this award is being made.

Mr. Welsh is a member of the American Library Association, the Library representative on the American National Standards Institute Committee Z-39, liaison officer for the Council on Library Resources Committee in Bibliography, and a member of the Decimal Classification Editorial Policy Committee, the District of Columbia Library Association, the Committee on Cataloguing of the International Federation of Library Associations (IFLA), the Planning Committee of the IFLA/UNESCO Conference on the Improvement of National Bibliographic Control, the Joint Committee on the Union List of Serials, the Joint National Commission on Libraries and Information Science, National Science Foundation, and Council on Library Resources Advisory Group on National Bibliographic Control, the NCLIS Advisory Committee, the NCLIS Task Force on National Periodicals Center/Centers, and numerous committees and task forces within the Library of Congress.

Mr. Welsh resides with his wife, the former Winifred Smith, and their two sons, in Bethesda, Md.

LORENZ APPOINTED TO ARL POST

John G. Lorenz, Deputy Librarian of Congress since 1965, has been named executive director of the Association of Research Libraries, it was announced Friday, January 16. Virginia P. Whitney, university librarian of Rutgers University and president of the research library association, made the announcement at ARL headquarters in Washington, D.C.

Mr. Lorenz, a native of New York City and a graduate of the City College of New York, holds master's degrees in librarianship (Columbia University) and in public administration (Michigan State University). After extensive experience in libraries at the municipal and state levels from 1940 to 1956, Mr. Lorenz entered Federal service in 1957. During the next eight years, he held a succession of administrative posts in the U.S. Office of Education, the last as director of the U.S.O.E. Division of Library Services and Education Facilities. In 1961 he received the Superior Service Award from the Secretary of Health, Education, and Welfare.

He was appointed Deputy Librarian of Congress in October 1965. He has been especially active in maintaining the Library's relations with national and international bodies, serving as a member of Council of the American Library Association, a member of the Program Development Group and chairman of the statistics and standards committee of the International Federation of Library Associations, and representing the Librarian on the National Commission on Libraries and Information Science.

In accepting the deputy's resignation, the Librarian of Congress expressed his deep appreciation for the devoted service Mr. Lorenz has rendered the Library of Congress and the library community. "I am especially pleased," he said, "that in your new assignment you will be able to continue that service and remain in close collaboration with the Library of Congress. We will now share your ability and experience with the whole profession and all research libraries."

Mr. Lorenz will take up his new duties in the spring when John P. McDonald, now executive director of ARL, returns to the University of Connecticut as director of libraries. Effective February 2 and until that date, Mr. Lorenz will be special assistant to the Librarian of Congress for planning the implementation of the recently enacted American Folklife Center legislation.

STATE DOCUMENTS SECTION STAFF HONORED FOR RECORD YEAR

The Exchange and Gift Division honored the staff of its State Documents Section with a special coffee hour on December 19 in the division office. The occasion celebrated a record-breaking total of 29,687 titles listed for the year in the *Monthly Checklist of State Publications*, which is compiled by a staff of seven working under the editorial supervision of the head and assistant head of the section.

The record total substantially exceeds last year's tally of 22,962 titles and was achieved while the section was undergoing intensive training in automation

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LC MINORITY EMPLOYMENT, DECEMBER 1975

ANALYSIS OF FULL-TIME EMPLOYMENT ALL PAY SYSTEMS

Category	May 1975 Number	May 1975 Percent	November 1975 Number	November 1975 Percent	Percent Change*
American Indian	4	0.1	3	0.1	0
Black	1665	37.9	1698	37.7	−0.2
Oriental	127	3.0	127	2.8	−0.2
Spanish Surnamed	37	0.8	38	0.8	0
All Other Employees	2556	58.2	2637	58.6	+0.4
Total	4389		4503		

COMPARISON OF MINORITY EMPLOYMENT AT LC BETWEEN MAY 1971 AND NOVEMBER 1975

General Schedule and Similar Pay Systems

Number and Percent Minority

	May 1971 Number	May 1971 Percent	November 1975 Number	November 1975 Percent	Net Change
GS 1-4	562	76.7	327	66.3	−10.4%
GS 5-8	639	48.1	880	54.7	+ 6.6%
GS 9-11	165	19.1	296	27.7	+ 8.6%
GS 12-13	61	12.3	109	14.8	+ 2.5%
GS 14-15	11	6.0	20	7.7	+ 1.7%
GS 16-18	1	1.6	4	5.3	+ 3.7%
Total	1439		1632		

ANALYSIS OF FULL-TIME EMPLOYMENT GENERAL SCHEDULE AND SIMILAR PAY SYSTEMS

Pay System General Schedule and Similar	Full Time Employees	Black	Percent Change*	Spanish Surnamed	Percent Change*	Oriental	Percent Change*	American Indian	Percent Change*	All Other	Percent Change*
GS 1-4	493	323	−0.2	2	−0.2	2	0	0	0	166	+0.4
		65.5%		0.4%		0.4%				33.7%	
GS 5-8	1609	840	+0.1	10	0	29	0	1	0	729	−0.1
		52.2%		0.6%		1.8%		0.1%		45.3%	
GS 9-11	1070	239	+0.8	16	0	41	−0.4	0	0	774	−0.4
		22.4%		1.5%		3.8%				72.3%	
GS 12-13	735	56	+0.3	6	−0.1	46	−0.2	1	−0.2	626	+0.2
		7.6%		0.8%		6.3%		0.1%		85.2%	
GS 14-15	260	11	+0.2	2	+0.4	7	+0.3	0	0	240	−0.9
		4.2%		0.8%		2.7%				92.3%	
GS 16-18	76	1	0	1	0	2	+0.1	0	0	72	−0.1
		1.3%		1.3%		2.7%				94.7%	
Total Employees	4243	1470		37		127		2		2607	

There are 260 employees paid under wage and other systems; 230 (88.5%) are minority-group employees.

BREAKDOWN BY SEX

Pay System General Schedule and Similar	Full-Time Employees	Male	Percent Change*	Female	Percent Change*
GS 1-4	493	209	+2.1	284	−2.1
		42.4%		57.6%	
GS 5-8	1609	641	−0.8	968	+0.8
		39.8%		60.2%	
GS 9-11	1070	530	−0.1	540	+0.1
		49.5%		50.5%	
GS 12-13	735	435	+1.2	300	−1.2
		59.2%		40.8%	
GS 14-15	260	213	−0.4	47	+0.4
		81.9%		18.1%	
GS 16-18	76	67	+1.1	9	−1.1
		88.1%		11.9%	
Total	4243	2095		2148	

* Indicates percentage of change since May 1975.

procedures adopted this year to streamline the production of the *Checklist* index. The banner year for the *Checklist* is a tribute to the diligence, skill, and teamwork of the section staff.

CLINTON P. ANDERSON PAPERS OPEN TO RESEARCHERS

The papers of Clinton P. Anderson in the custody of the Manuscript Division are now open to qualified researchers without previous permission and may be consulted in the Manuscript Reading Room. Mr. Anderson was a newspaper editor, New Mexico state treasurer (1933-34), Secretary of Agriculture (1945-48), and U.S. Senator from New Mexico (1949-73).

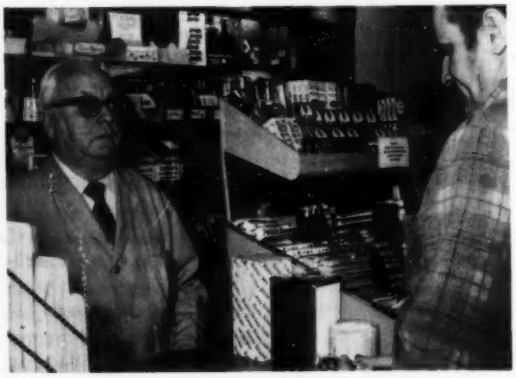
TAYLOR RETIRES AS MANAGER OF MAIN BUILDING SNACK BAR

Lawrence Taylor, manager of the Snack Bar in the Main Building, retired December 31, 1975.

Known to countless employees, readers, and visitors to the Library, Mr. Taylor started working in the Snack Bar on June 15, 1948, as co-manager with Earl Moore. When Mr. Moore retired six years ago, Mr. Taylor became the manager.

Mr. Taylor began losing his eyesight as a young boy in Harrisonburg, Va., where he was born and attended public school through the sixth grade. He transferred to the Staunton (Va.) School for the Blind for his high school education. Undaunted by his impaired vision, Mr. Taylor began work after his graduation from high school as a salesman in a Baltimore shoe store. During and for several years after World War II, he worked as a mechanic in an energy research program for the Erco Co. in Riverdale, Md. When his sight once again began deteriorating in 1948, he became affiliated with the District Enterprises for the Blind and came to the Library of Congress Snack Bar.

The Snack Bar, a concession stand associated with the District Enterprises for the Blind, is a self-sustaining operation. Mr. Taylor recalls that when he started working at the Snack Bar more than 27 years ago it was a small operation located in the area now occupied by the Loan Division Delivery Unit. He and Mr. Moore had one assistant who helped serve coffee, canned soups, and wrapped sandwiches. As business increased he and Mr. Moore requested that a storage area adjacent to the Octagon be allocated to them. This is the present site of the Snack Bar. Business steadily increased as the Library expanded and at his retirement Mr. Taylor had four full-time assistants who serve an average of 7,000 cups of tea and coffee a week, as well as gallons of four different kinds of soups and pounds of sandwiches, desserts, and other foods; food and drinks are dispensed also from machines in the area. A part-time person works as a porter. One assistant, Ruth Hogan, worked with Mr. Taylor for 22 years before retiring two years ago.



Mr. Taylor serves Marshall Royston of the Electric Shop

Mr. Taylor explains that the management of the Snack Bar requires long hours of hard work and he often came in on weekends to check on the operation and to fill machines. He learned to make change by the feel and size of coins and adds that it is remarkable that persons seldom tried to take advantage of his blindness in paying for purchases. Over the years he had several opportunities for promotions to other Enterprise locations, but chose to remain at the Library.

Of the innumerable customers to the Snack Bar, the famous and not so famous, Mr. Taylor especially remembers the many times he served tea for the late Senator Theodore Green of Rhode Island. He also served coffee and doughnuts on several occasions at the orientation sessions held at the Library of Congress for new members of Congress. For many years it had been the custom for the Snack Bar to provide free coffee the last working day before Christmas, but this past year Mr. Taylor broke the tradition and instead used the funds to give the Snack Bar employees two paid days off.

His outstanding memory over the years Mr. Taylor says was the support and assistance the Snack Bar

always received from the late Robert Holmes, the director of personnel when the Snack Bar was started and during the time of its major growth. He also appreciates the consistent support of the Employee Relations Office staff and other Library officials and employees.

Mr. Taylor and his wife of 30 years, the former Donna Powell, have purchased a home in Harrisonburg for their retirement where he plans to "take it easy until I get tired of loafing."

James Dobbs who worked in the Snack Bar for two years after Mr. Moore retired has returned as the manager.

STAFF NEWS

DEATH OF FORMER STAFF MEMBER

Word has been received of the death of **Millie M. Malloy** on November 2, 1975, following a stroke at the home of her son in Gaithersburg, Md. Mrs. Malloy retired in 1965 as secretary of the Loan Division after more than 20 years service in the Library of Congress.

Born in Utica, N.Y., she attended the Kingston Collegiate Institute and was a graduate of the Utica School of Commerce. Mrs. Malloy came to Washington in the early 1940's as an employee of the War Department. She joined the staff of the Library of Congress in 1945 and served successively in the then Division for the Blind and the Legislative Reference Service, the Serial Division, and the Loan Division.

Mrs. Malloy was well known throughout the Library for her work as a volunteer in the Welfare and Recreation Association and for her tireless efforts in furthering the association's membership drives. She is survived by her son, Raymond J. Malloy of Gaithersburg, and two grandchildren.

RETIREMENT

Alice L. Renfrow, supervisor of filing in the Filing Section of the Catalog Management Division, retired on January 2 after more than 40 years of Government service, all of it with the Library of Congress. She received a 40-year Federal Service Award pin in April 1975.

A native of Red Wing, Minn., Miss Renfrow is a graduate of Grinnell (Iowa) High School and Hampton (Va.) College. She joined the Library of Congress in April 1935, serving 10 years in the former Card Division. In 1942, she served part-time as secretary to E. Franklin Frazier, then consultant in American Negro studies. After a short period in the Copyright Office, she transferred to the Catalog Management Division as a filer. She was named supervisor of filing in 1964.

The staff of the Filing Section and Miss Renfrow's friends honored her at their Christmas program with a parting gift in appreciation of her many years of dedicated work.

AWARD

Thomas E. Wilson, supervisor of the Process Information Unit, Catalog Management Division, was presented a 25-year Federal Service Award pin by Patricia S. Hines, acting chief of the division, on December 29, 1975. All of Mr. Wilson's civilian Government service has been with the Library of Congress.

Mr. Wilson began his Library career as a messenger in the Loan Division in December 1950. Upon his return from military service in February 1954, he worked in the Stack and Reader Division until April of that year, when he transferred to Catalog Management Division. In this division, he has successively held positions as arranger, filer, and process information investigator. In April 1963, he was named to his present position.

PERSONNEL CHANGES

Mary E. Sauer, formerly head of the National Serials Data Program Section, Serial Record Division, has been appointed assistant chief (national and international operations) of that division, effective January 5.

Miss Sauer joined the Library in 1965 as a cataloger in the Serials Section of the Descriptive Cataloging Division and held various positions within the section until 1970. From 1970 to 1972, she served as assistant director of libraries for serials at the St. Louis (Mo.) University Library, returning to the Library to join the staff of the National Serials Data Program at the time of its inception in 1972.

Miss Sauer is a graduate in psychology from Washington University, St. Louis, and holds a master of library science degree from the University of Illinois. She is a member of the ANSI Z39 Subcommittee on Serials Holdings Statements and serves on several committees of the American Library Association.

Appointments: Phyllis Cambrel, clerk-typist, GS-4, Ser Rec, 1285; Delores Clippen, MARC monograph editor/input operator, GS-5, MARC Ed, 1204; Patrick Dempsey, library technician, GS-5, G&M, 1442; MaryAnn DiNuzzo, MARC keyboarder, GS-5, MARC Ed, 1204; Michael Gehringer, assis-

tant reference librarian, GS-11, LL AB, 1483; Paulette Green, order writer, GS-5, Ord, 1369; Gladys Kimbrough, personnel staffing and classification specialist, GS-12, Place & Class, 1486; Katherine Martinez, processing assistant, GS-4, CRS L, 1427; Robert Summers, motion picture technical coordinator, GT-11, P&P, 1324; Robert Winsboro, clerk, GS-3, Cop Serv, 1430; Evelyn Workman, MARC keyboarder, GS-4, MARC Ed, 1204.

Temporary Appointment: Ronald Stern, photostat and blueprint operator, GT-3, Photodup, NP.

Reappointments: Catherine Capossela, secretary to assistant director, GS-8, Proc, NP; Garry Reid, motion picture assistant, GS-5, P&P, 1249.

Promotions: Malinda Carter, NUCPP, to correspondence unit supervisor, GS-6, Cop Exam, 1472; Jane Collins, to science reference librarian, GS-13, Sci, 1330; Sarah Kelly, to deck attendant, GS-3, S&R, OP 4-600; Marvin Kornbluh, to analyst in futures research, GS-14, CRS SPR, 1347; Maria Laqueur, to assistant head, NUCPP, GT-14, Proc, 1458.

Transfer: Alice Berg, Cop Serv, to secretary, GS-6, Cop Cat, 1484.

Resignations: Carolyn Boyd, Cat Distri; Terri Goldman, FRD; Richard Greenwood, CRS E; Ruby Lucas, Cop Serv; Joseph Rodgers, FRD; Lynn Rood, MARC Dev; Ercell Smith, Loan; Barbara Zurkin, CRS F.

STAFF ACTIVITIES

Louis Mitler, Miscellaneous Languages Section, Descriptive Cataloging Division, has prepared a study entitled "The Genoese of Galata (Istanbul), 1453-1683," based on research in the Vatican and Turkish Archives, to be published in the summer issue of *International Journal of Middle East Studies.* An annotated bibliography by Mr. Mitler of works dealing with the Genoese presence in Istanbul was published in *Middle East Librarians Association Notes,* Vol. 6 (October 1975), pp. 13-16.

Donald A. Wise, Geography and Map Division, is the author of an article on "Treasure Maps" which appeared in the September 1975 issue of the Special Libraries Association Geography and Map Division *Bulletin,* no. 101, pp. 15-22. The article describes some of the unique types of treasure maps in the collections of the Library of Congress.

LIBRARY OF CONGRESS PUBLICATIONS

Accessions List: Bangladesh. ISSN 009-8340. Vol. 4, No. 2. December 1975 (pp. 17-74). This issue includes the "Cumulative List of Serials" and annual author and subject indexes. Continuing subscriptions free to libraries upon request to the Field Director, Library of Congress Office, American Embassy, New Delhi, India.

Catalog of Copyright Entries. ISSN 0041-7815. Third Series, Vol. 27, Part 1, No. 2, Section 1: *Books and Pamphlets Including Serials and Contributions to Periodicals: Current and Renewal Registrations.* July-December 1973 (1975). (ix, pp. 2425-3726.) Section 2: *Books and Pamphlets Including Serials and Contributions to Periodicals; Index.* July-December 1973 (1975). (pp. 3727-4875). For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, at $10 for a semiannual issue.

Films: a MARC format, 1970. Addendum No. 5, December 1975 (42 p.). Describes changes resulting, for the most part, from the revision of Chapter 12, "Audiovisual Media and Special Instructional Materials," of the *Anglo-American Cataloging Rules,* North American text. Available upon request from the Subscriber Accounts Unit, Cataloging Distribution Service Division, Library of Congress, Building 159, Navy Yard Annex, Washington, D.C. 20541.

LC Science Tracer Bullet: Small Scale Water Power. ISSN 0090-5232. (TB 75-14). November 1975. (6 p.) Compiled by Jane Collins, this reference aid provides a guide for systematically searching the literature on "the construction of small dams and utilization of water wheels, hydraulic rams, or water turbines to harness the flow of streams or small rivers for the production of useful mechanical or electrical power." Copies are available free from the Reference Section, Science and Technology Division, Library of Congress, Washington, D.C. 20540.

Library of Congress Catalog–Books: Subjects, A Cumulative List of Works Represented by Library of Congress Printed Cards. ISSN 0041-7785. October-December 1974. Part 3: Conci-Ethics (1014 p.) Part 4: Ethio-Great P (1020 p.) Part 5: Great S-JAV (1030 p.) For sale by the Cataloging Distribution Service Division, Library of Congress, Washington, D.C. 20541, for $630 a year. Normally, a yearly subscription consists of three quarterly issues plus an annual cumulation. Although there is no annual cumulation in the last year of a five-year span, an exception has been made this year and a fourth quarterly was printed for the convenience of the subscribers.

Library of Congress Catalogs: Chinese Cooperative Catalog. ISSN 0095-1072. October 1975. Part 1: A-K (v, 150 p.) Part 2: L-Y (v, 141 p.) For sale by the Cataloging Distribution Service Division for $155 a year.

Monthly Checklist of State Publications. ISSN 0027-0288. Vol. 66, No. 12. December 1975. (pp. 1069-1272.) (LC 30.9/66/12) For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, for $1.50 for single monthly issues except June and December for $2.45, or $21.90 a year, domestic, and $27.40 a year, foreign.

National Union Catalog. ISSN 0028-0348. July-September 1975. Part 1: A-Dir (xxiv, 996 p.) Part 2: Dis-Inh (1022 p.) Part 3: Ini-Munr (1022 p.) Part 4: Muns-Takag (1022 p.) Part 5 Takah-Z (637 p.) Compiled by the Library of Congress with the cooperation of the Resources Committee of the Resources and Technical Services Division, American Library Association. For sale by the Cataloging Distribution Service Division for $1,025 for the year's subscription.

National Union Catalog. ISSN 0028-0348. 1974 (1975). Vol. 9: Kaiz-Lange, G, (1022 p.) Vol. 10: Lange, H-Markov, I (1022 p.) Vol. 11: Markov, J-Nagn (1022 p.) Vol. 12: Nago-Ov (1022 p.) Vol. 14: Raub-Scuo (1022 p.) Vol. 15: Scup-Stob (1022 p.) Vol. 16: Stoc-Uch (1022 p.) Vol. 17: Uci-Vse (946 p.) and Vol. 18: Vsh-Z (950 p.). Compiled by the Library of Congress with the cooperation of the Resources Committee of the Resources and Technical Services Division, American Library Association. For sale by the Cataloging Distribution Service Division for $1,025 for the year's subscription.

New Serial Titles–Classed Subject Arrangement. ISSN 0028-6699. November 1975, (43 p.) December 1975 (35 p.). Prepared under the sponsorship of the Joint Committee on the Union List of Serials and published monthly by the Library of Congress. For sale by the Cataloging Distribution Service Division, Library of Congress, for $25 a year.

New Serial Titles: A Union List of Serials Commencing Publication After December 31, 1949. ISSN 0028-6680. November 1975. (iv, 46 p.) October-December 1975 (xiii, 106 p.) Prepared under the sponsorship of the Joint Committee on the Union List of Serials. Supplement to the *Union List of Serials,* 3rd Edition. For sale by the Cataloging Distribution Service Division for $170 for a year's subscription which consists of eight monthly and four quarterly issues and an annual volume which cumulates one to five years. Since 1975 is the last year of a five-year span, the 1975 annual will be a quinquennial issue (1971-1975).

Supplement to LC Subject Headings January-September 1975. Quarterly cumulative supplement to the 8th edition. (x, 337 p.) For sale by the Cataloging Distribution Service Division for $35 a year.

Library of Congress Regulations: No. 213-3, pages 3 and 4 (December 1), concerned the Shipping and Receiving Section, Cataloging Distribution Service Division; No. 1514-5.3 (December 5) referred to voluntary dues allotments for recognized staff organizations; No. 1818-3, page 1 (December 10), clarified use of Library meeting space; No. 2011-4 (December 10) delegated to the director of personnel authority to approve Personnel Action Recommendations through GS-14; No. 213-4, page 4 (December 15), concerned the Cataloging Distribution Service Division; No. 213-10, page 3 (December 22), gave organizational changes in the Order Division; No. 213-11 (December 22) redefined the organization of the Serial Record Division; No. 213-5 (December 29) outlined the current organization of the MARC Editorial Division; No. 2017-4 (December 29) described Length of Service Awards.

Special Announcements: No. 728 (November 26) announced the appointment of Charles R. Gellner to the position of senior specialist in international affairs, Congressional Research Service; No. 729 (December 8) gave the schedule for the Bloodmobile visit to the Library on January 7; No. 730 (December 16) concerned additional information on the holiday schedule; No. 731 (December 19) announced the Library's Intern Program for 1976-77.

Press Releases: No. 75-88 (November 20) Poets John Ashbery and Charles Simic Featured in Library of Congress Reading on November 24; No. 75-89 (November 26) Library of Congress to Present Lecture by Spanish Novelist; No. 75-90 (December 23) Exhibit of 75 Prints by Rolf Nesch Will Open at the Library of Congress on January 14; No. 76-1 (January 8) Two Honorary Consultants Appointed to the Library of Congress.

NEW REFERENCE WORKS

Three bibliographies of publications by Ukrainians living outside the Ukraine, which will be of value to students of a broad range of historical and cultural subjects, have recently been added to the Library's collections. Alexander Fedynskyj's *Bibliohrafichnyi pokazhchyk Ukrains'koi presy poza mezhamy Ukrainy Richnyk VII-IX za 1972-1974 roky* [Bibliographic index to the Ukrainian press outside the Ukraine. Yearbook VII-IX for 1972-1974] (Cleveland, Ohio, 1975. 84 p. Z2514.U5B53) is the most recent issue of a guide which first appeared in 1967, covering the year 1966. It contains 477 entries encompassing, with the inclusion of supplements, 560 titles of publications in the Ukrainian language or

devoted to Ukrainian affairs, which appear in such widely separated places as Antwerp, Belgium, and Cobourg, Victoria, Australia. Each entry provides information about the address of the publishers, the periodicity, and the price.

The second work is Bohdan Romanenchuk's *Bibliohrafiia vydan' Ukrains'koi emigratsinoi literatury 1945-1970. Bibliography of Ukrainian Emigre Literature, 1945-1970* (Philadelphia, 1974. 96 p. Z2514 .U5R62). Entries, which are grouped under a number of headings such as "poetry," "major prose forms," and "literary studies," relate only to works which were published in separate editions or as offprints from other collective works. Although no numerical total is given for the items listed, an extrapolation from a random count shows that there are more than 1,200 titles which are included.

Issued by the Union of Ukrainian Women of America, *Bibliohrafiia vydan' zhinochoi tvorchosty poza mezhamy Ukrainy (1940-1973)* (Philadelphia, 1974. 54 p. Z2514.U5C49), is a guide to the writings of Ukrainian women published outside the Ukraine in the years 1940-1973. A table of contents shows that Ukrainian women have been active in a wide number of fields from poetry to public affairs and from cookbooks to drama. One section of this bibliography lists writings by women of Ukrainian background which have appeared in other languages.

These reference books will be of assistance to the scholar or librarian who is seeking information about the works of Ukrainian emigrants, a field which is often fraught with complications because of the many places of publication which are involved and because of the difficulty of arriving at a unified presentation of the necessary bibliographic data. These works are available for consultation in the Slavic Room reference collections.

The Institute of Balkan Studies of the Bulgarian Academy of Sciences (Bŭlgarska Akademiia na naukite, Institut za Balkanistika) has published *Bŭlgariia za Balkanistika, 1944-1974: bibliografiia* (Sofia, 1975), compiled by Mikhail Lazarov under the direction of an editorial committee headed by Nikolai Todorov. This 2,560-entry bibliography covers monographs, articles, dissertations, and book reviews issued over a period of 30 years in Bulgaria, irrespective of language and nationality of author, on the economic, political, scientific, and cultural aspects of the following areas: the Balkan area as a whole, Bulgaria, and Bulgaria's relations with Albania, Greece, Romania, Turkey, Yugoslavia, and Cyprus. Organized in 24 major subject categories with country and topical sub-divisions, this work also includes tables of contents in Bulgarian and English, a name index, and a list of journals and series used for the compilation. This work will be available in the Slavic Room when processed. [*Paul L. Horecky*]

NEWS IN THE LIBRARY WORLD

LC Donor Publishes Story

Katie Louchheim, who with her late husband established the Katie and Walter Louchheim Fund in the Library of Congress in 1965, is the author of a reminiscence entitled "Sweeping Formalities and Offstage Flourishes," published in the November 3, 1975, issue of *The New Yorker* about Dr. Albert Ashton Berg, a famous surgeon and book collector, and his friendship with Mrs. Louchheim's mother. Dr. Berg was a donor of the Berg Collection in New York Public Library.

COMING EVENTS

The **School of Information Studies**, Syracuse University, will sponsor a workshop on Saturday, April 3, the purpose of which is to identify alternative information services now being offered to the public, understand how to identify the need for new roles and careers, learn how to develop them outside or within existing systems, discuss the relationships between these new services and traditional ones, and exchange ideas on their potential for the future. For additional information or registration materials, interested persons should write to Ruth Patrick, School of Information Studies, Syracuse University, 113 Euclid Ave., Syracuse, N.Y. 13210, tel. (315) 423-4930 or 423-2911.

The **Law Librarians' Society** of Washington, D.C., is sponsoring a one-day program on Federal Regulatory Agencies at Airlie House, Airlie, Va. on Saturday, March 13. The program will include in-depth discussions of three agencies, their composition, charge, and procedures; how their publications are generated and disseminated; and how law librarians can obtain and profitably utilize these documents. The registration fee is $8.50 and checks should be made payable to the Law Librarians' Society of Washington, D.C. Additional information is available from L. L. Kiefer, University of Maryland Law School, 500 W. Baltimore St., Baltimore, Md. 21201.

The Twenty-First **Seminar on the Acquisition of Latin American Library Materials** (SALALM), will be held at Indiana University in Bloomington on May

2-6. The theme of the seminar is "Twenty Years of SALALM." In addition to the special theme session and to annual reports on matters concerning Latin American acquisitions, bibliography, library development, and other concerns, there will be a series of workshops. Book displays by publishers and bookdealers are also planned. Registration for the seminar is $15 for members and $25 for non-members. Librarians and scholars from Latin America and the Caribbean may register without charge. Students from all areas will be admitted free to the conference, but must register and pay a fee of $7.50 if they wish sets of the pre-print papers and abstracts distributed at the meeting and the *Final Report and Working Papers* of the conference published afterwards by the SALALM Secretariat. Information on the content of the program and working papers may be obtained from Rosa Abella, Acquisitions Department, University of Miami Library, P.O. Box 248214, Coral Gables, Fla. 33124.

The 13th annual meeting of the **National Information Retrieval Colloquium** (NIRC) will be held on May 5-6 at the Benjamin Franklin Hotel in Philadelphia, Pa. In celebration of the Bicentennial, the conferees will address the theme, "A Declaration of Information Interdependence." Besides the scheduled sessions there will be exhibits, demonstrations, and tours of local information centers. Visits to historical sites in Philadelphia are included in the planning. For further information, interested persons should contact C. M. Lee, Institute for Scientific Information, 325 Chestnut St., Philadelphia, Pa. 19106, tel. (215) 923-3300.

The **Information Industry Association's** Eighth Annual Meeting will be held May 10-13 at the Sheraton Inn in Reston, Va., on the theme "Information Policy-1976." The program is designed to provide a survey of various current information policy attitudes as a first step toward identifying and dealing with policy issues of special interest to the publishing and information industries. The meeting is open to the public. Program and registration material is available from IIA, 4720 Montgomery Lane, Bethesda, Md. 20014.

The **School of Information Studies,** Syracuse University, has announced its annual seminar in Art and Museum Librarianship from June 1-12. The seminar is open to art librarians and students of library science and art history and can be taken with or without academic credits. The program includes production and documentation of art publications and visual media, as well as the organization and management of art resources and services. Information and application forms are available from Antje B. Lemke, School of Information Studies, Syracuse University, 113 Euclid Ave., Syracuse, N.Y. 13210.

Advance programs and pre-registration forms for the 1976 **International Council on Archives Congress** in Washington, D.C., are now available. The Congress, sponsored by the National Archives and Records Service and the Society of American Archivists, will be held from September 27 to October 1. The theme is "The Archival Revolution of Our Time," and papers will be translated into the five Congress languages, English, French, German, Russian, and Spanish. The Society of American Archivists will hold its annual meeting concurrently with the ICA and members of ICA will be able to attend the program meetings of SAA. For more information about the 1976 Congress, interested persons should write to ICA '76, National Archives and Records Service, Washington, D.C. 20408.

APPOINTMENTS

Michael K. Buckland has been named the new dean of the School of Librarianship of the University of California at Berkeley, effective January 1. The former dean, Associate Professor **Patrick G. Wilson,** will return to full-time teaching. **J. Periam Danton,** professor since 1946 and dean from 1946 to 1961 at Berkeley, becomes professor emeritus in June.

Joseph H. Treyz, director of libraries at the University of Wisconsin, Madison, was elected vice president and president-elect of the United States Book Exchange for 1976. **Warren B. Kuhn,** dean of library services, Iowa State University, USBE's vice president in 1975, will become president and chairman of the board. The 28-year-old nonprofit agency, with headquarters in Washington, D.C., fills orders from a stock of four million issues of periodicals (35,000 titles) and more than 100,000 books. A leaflet on USBE's services and operations may be obtained from Alice Dulany Ball, executive director, USBE, 3335 V St., N.E., Washington, D.C. 20018.

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APPENDIX

LIBRARY OF CONGRESS
LABOR-MANAGEMENT RELATIONS PROGRAM
BEFORE THE UMPIRE

Library of Congress,
Employer
and
Case Nos.
RO 1-9
Inclusive

AFSCME, AFL-CIO, Local 2477,
Petitioner - Intervenor;

Congressional Research Employees
Association (CREA),
Petitioner;

Law Library of Congress United Association
of Employees (LLCUNAE),
Petitioner;

Association of Data Processing Employees (ADPE),
Petitioner;

Black Employees of the Library of Congress (BELC)
Petitioner - Intervenor

DECISION AND DIRECTION OF ELECTION

Upon petitions duly filed under Section V of the Instructions issued pursuant to LCR 2026, a hearing was held before Hearing Officer Eugene M. Levine. The Hearing Officer's rulings made at the hearing are free from prejudicial error and are hereby affirmed.

Upon the entire record in this case, including the briefs filed by the parties, the Umpire finds:

(1) AFSCME, AFL-CIO, Local 2477, herein called AFSCME, filed a petition in Case No. RO-1, in which it sought recognition for a unit comprising all eligible Library employees excepting employees in the Congressional Research Service, herein called CRS. Black Employees of the Library of Congress, herein called BELC, intervened in this case. If this petition and intervention were to be considered separately and alone, the Umpire would find merit in the contentions of the Library and of other parties to this proceeding that the unit sought in this petition was not an appropriate unit. Nothing in the Regulations or the Instructions establishes any presumption in favor of the appropriateness of any unit other than a Library-wide unit or a unit confined to a single department. To combine more than one department but less than the entire Library in a single unit requires a showing of appropriateness not made on this record in behalf of this unit. Moreover, a serious question exists as to whether a labor organization which lacks the required showing of interest in a particular department can file a valid representation petition which includes that department unless the unit claimed is Library-wide. The showing of interest made by AFCSME in support of this petition, coupled with its showing of interest in support of its intervention in Case No. RO-2, discussed below, is, however, sufficient to support a petition for a Library-wide unit. Similarly BELC's showing of interest as intervenor in Case Nos. RO-1 and 2 is sufficient to support its intervention in a petition for a Library-wide unit. Consequently, the Umpire could, consistent with well-established practice in both the public and the private sector, direct that AFSCME and BELC be given a reasonable period of time in which to determine whether to proceed in Case No. RO-1 to seek a Library-wide unit.

If no labor organization were claiming to represent the employees of CRS, or if any labor organization were claiming a Library-wide unit, the Umpire would follow the course indicated above. Under the peculiar circumstances here present, however, the Umpire believes that to require AFSCME and BELC to proceed on a Library-wide basis (or to withdraw all claims except for CRS) would be unrealistic and, for reasons noted below, unfair to the other labor organization seeking to represent CRS employees.

(2) Congressional Research Employees Association, herein called CREA, filed a petition in Case No. RO-2 seeking to represent a unit confined to employees of CRS. Both AFSCME and BELC intervened in this case. The unit claimed is appropriate under the Instructions which specify the appropriateness of a department-wide unit. Both AFSCME and BELC, by intervening in this case rather than by filing for a Library-wide unit, have indicated their readiness to accept a separate determination of representation for CRS. If only CREA sought this unit, and the others sought a Library-wide unit, then CREA would have

to establish its majority status as against all other choices on the ballot (including AFSCME, BELC and "no union"), and if CREA failed to do so, the ballots would be merged with the ballots from the rest of the Library. This would appear unjust to CREA as both AFSCME and BELC demonstrated their readiness to compete with CREA on equal terms for the CRS unit. Moreover, if CREA should win the election (or win a run-off election) in the CRS unit, the remainder of the Library would necessarily constitute an appropriate unit, to be won by either AFSCME, BELC, or "no union." Similarly, if either AFSCME or BELC prevail in the CRS unit, the remainder of the Library is an appropriate unit. To be sure, it is possible that AFSCME may win in CRS and BELC in the rest of the Library (or vice versa), but this results from the free choice of both those organizations to compete separately in the CRS unit. If the CRS unit should ultimately vote "no union," the employees in that unit would be unrepresented (a situation which would not prevail if the Umpire directed AFSCME and BELC to compete on a Library-wide basis, and one of them ultimately prevailed), but this result does not prejudice the Library, certainly cannot be prejudicial to AFSCME or BELC, who could have avoided it by filing for a Library-wide unit, and permits the fullest possible self-determination by CRS employees, as no union seeks to represent them on a Library-wide basis. If there is any inequity in this, it lies in the fact that employees in other departments are deprived of the added force of the CRS ballots in support of their choice (whether AFSCME, BELC, or "no union"), but on balance this aspect of the matter is far overweighed by the manifest fairness to all the parties concerned in CRS. In this connection, it must be remembered that a Library-wide showing of interest was made, so that no department can claim that it should not be included in the balloting because of a defect in the petition in Case No. RO-1.

(3) Somewhat different considerations are raised by the petition filed in Case No. RO-3 by the Law Library of Congress United Association of Employees, herein called LLCUNAE, seeking a unit confined to the Law Library. This unit is, of course, unquestionably appropriate. AFSCME and BELC, however, are seeking to represent the same employees as part of a larger unit. As a result, unless LLCUNAE is the choice of a majority of the employees in the Law Library (in which event it would be certified), the ballots there cast will be merged with those cast in the other departments, excepting CRS.

In short, with respect to the issues thus far discussed, the election hereinafter directed in CRS will be a separate election, to be decided by majority vote and by run-off between the two top choices if no one receives a majority in the election. The employees in the Law Library will be afforded an opportunity to vote for LLCUNAE, but if that organization does not receive a majority of the votes cast in that unit, the ballots there cast will be merged with the rest of the Library (excepting CRS), with any ballots for LLCUNAE counting as valid votes for purposes of determining whether AFSCME, BELC, or "no union" has received a majority.

(4) The Association of Data Processing Employees, herein called ADPE, filed a petition in Case No. RO-4 seeking to represent a unit which, as clarified by amendment at the hearing, comprises the employees of the MARC Development Office in the Processing Department, the employees of the Automated Data Processing Office in the Catalog[ing] Distribution Service Division of the Processing Department, the employees of the Information Systems Office in the Administrative Department, and all other employees of the Library in the "334 Job Series" (basically, Computer Systems Analysts), which include one employee in the Reference Department, and four or five employees in CRS. In essence ADPE contends that is a "craft unit" composed of computer programmers and their "support people." A substantial amount of testimony and a number of exhibits were introduced into the record in support of this unit.

The record establishes that the three major divisions or offices here involved were at one time contained in a single division. This fact attests to some unity of operation or function, although it does not negate the present circumstances which find these employees in separate departments and hence under separate supervision and control.

The employees embraced in this unit would include not only computer programmers but also clerks, various operators of computer equipment, librarians and library technicians. These employees work together in the filling of requests from users within the Library. A special Newsletter, dealing with technical matters in data processing, is published at the Library for circulation to employees within the unit here sought.

The evidence further establishes that some special training is given to the employees here involved. So far as the secretarial and clerical employees are concerned, this consists largely of instructing them in the terminology and symbols. The Computer Programmers and the Librarians within this proposed unit

may attend special training classes, lasting from three days to one week.

To find that the unit sought by ADPE is an appropriate unit within the meaning of LCR 2026 the Umpire must make an affirmative finding that such unit would:

(a) Ensure a clear and identifiable community of interest among the employees concerned and,

(b) Promote effective labor-management dealings and,

(c) Contribute to the efficiency of the Library's operations.

In the Umpire's judgment ADPE did not surmount the hurdles which the Regulation requires. The creation of a unit which cuts across four departments, involves clerical as well as non-clerical employees in two departments, and embraces employees now working in the Navy Yard and Crystal City as well as employees in the central complex, cannot be said to meet the tests set forth above. Questions of promotion, discipline, and other general conditions of employment would seem to be better handled on a more unified basis. Moreover, in terms of working conditions, it would seem that the clerical employees in the proposed unit would have more in common with other clericals in the Library, than with the non-clericals in the proposed unit. The Umpire will therefore dismiss the petition in Case No. RO-4. In so doing, the Umpire wishes to emphasize that the dismissal is based on the evidence in this record at this stage in the history of the Library's labor-management relations program. It is certainly within the realm of the possible, and indeed readily conceivable, that further experience under this program could lead to the consideration at some future date of the appropriateness of a unit similar or identical to that here rejected. This decision, although dispositive of the matter at this time, is not to be regarded as foreclosing reexamination of the issue if a proper petition is timely presented at some later date.

(5) BELC filed five separate petitions covering five separate divisions within the Administrative and Processing Departments. (One of these petitions covered the Binding Office, which is not, technically speaking, a "division" but occupies a similar status.) In addition, as noted above, BELC has intervened in two other petitions, and therefore seeks to represent the employees of CRS and the other employees of the Library. If any or all of the "division" units were to be deemed appropriate, the Umpire would in all probability require BELC to elect whether it chose to proceed with its valid petition or with its intervention covering the same employees. This question need not be decided, however, as the Umpire finds that none of the five BELC petitions is for an appropriate unit.

BELC introduced no direct evidence in support of its petitions, but rested on the testimony and exhibits introduced by the Library. This evidence set forth in some detail the duties and the nature of the positions in each of the five divisions sought by BELC, as well as in other divisions within the Library.

In discussing the issues presented by the five BELC petitions, it is important to bear in mind that LCR 2026 is somewhat unique in terms of labor-management relations programs in or out of the public sector in that it expressly provides for the appropriateness of department-wide units. The Library is divided into six departments, each with a number of divisions. There are well over 60 such divisions, and BELC has filed separate petitions for five. There is, of course, no presumption of appropriateness for division-wide units. They are, however, subject to the tests quoted above in the discussion of ADPE's proposed unit, namely "clear and identifiable community of interest," "effective labor-management dealing," and "efficiency of Library operations." The Regulation also requires that a unit to be appropriate must be "as appropriate as a . . . department-wide unit." BELC contends that the division-wide units it seeks are as appropriate as department-wide units. It points out that while there is movement of employees in and out of these divisions, there is also similar movement across department lines, and that in terms of discipline, promotion, and other similar aspects of labor relations there is meaningful, if not final, action at the division level. There is some force, therefore, to BELC's contention that division-wide units are as appropriate as department-wide units.

On the other hand, the framers of the Regulation were thoroughly familiar with the Library's administrative pattern. In specifying that department-wide units were appropriate, they did so with knowledge of the factors that would tend to favor a Library-wide unit. Also, they were well aware of the existence of divisions within the departments. If they had been of the view that any division, as such, would be an appropriate unit, they would have so indicated, as they did with departments.

The Umpire is of the view, therefore, that the mere existence of a division does not, standing alone, establish the appropriateness of that division as a unit for purposes of collective bargaining. In addition to the considerations already noted, the Umpire observes that a contrary result could lead to the creation of

over 60 bargaining units, a result not calculated to promote effective labor-management dealings or to contribute to the efficiency of Library operations. See *U.S. Department of Agriculture*, Decision No. A/SLMR-579, November 26, 1975.

Although mere status as a division is not sufficient to establish the appropriateness of a claimed bargaining unit, it is, of course, possible that some one or more divisions may be appropriate for bargaining unit purposes for reasons indigenous or peculiar to themselves. Each of BELC's proposed units must be considered on its own merits. So considered, however, there is nothing in at least four of the claimed units which suggests that any of these should be considered an appropriate unit. The Binding Office, the Catalog Publication Division, the MARC Editorial Division, and the Catalog Management Division perform separate functions at the Library but each includes a common miscellany of employees, such as Librarians and Library Technicians. No reason exists for creating a separate unit in any of these divisions. Although the Catalog Publication Division is headquartered in a different building, a ten-minute walk from the Library, it is not the only division in that building and some of its employees are in the Main Building. The geographic factor urged by BELC in support of the separateness of this unit is therefore not controlling.

Somewhat different considerations arise with respect to the Central Services Division. That Division consists largely of the Administrative Services Section and the Printing and Processing Section. The former includes Mail Clerks, Communications Operators, and Motor Vehicle Operators, while the latter includes Offset Pressmen, Bindery Workers, and Editorial Assistants. The drivers and mail clerks are comparatively unskilled employees. Offset Pressmen are also found in the Catalog[ing] Distribution Service Division. In view of these facts, the Umpire finds that a unit confined to the Central Services Division would not meet any of the criteria set up in the Regulations for establishment of an appropriate unit.

The Umpire therefore finds that the petitions in Case Nos. RO-4-9, inclusive, must be dismissed, and that an election should be held in the units petitioned for in Case Nos. RO-1-3, inclusive. CREA has asked that the election in CRS be held separately and at an earlier date. Until the issuance of this Decision, it was not clear that that election could be held separately, as it appeared that ballots there cast might, under certain contingencies, be counted in the election held under the petition in Case No. RO-1. Moreover, the election date hereinafter prescribed is relatively imminent, and the Umpire is of the view that the costs and inconvenience of a separate election far overbalance the interest of CREA in advancing the election in CRS by a week or two. CREA's request is therefore denied.

The following units are hereby found to constitute units appropriate for the purpose of excessive recognition under LCR 2026:

(1) All professional and non-professional employees of the Congressional Research Service, including regular part-time employees, but excluding temporary employees and all persons excluded from the definition of "Employee" by Section 3C of the Regulation.

(2) All professional and non-professional employees of the Law Library, including regular part-time employees, but excluding temporary employees, and all persons excluded from the definition of "Employee" by Section 3C of the Regulation.

(3) All professional and non-professional employees of the Library of Congress, including regular part-time employees, but excepting employees of the Congressional Research Service and excluding temporary employees, employees of the Personnel Office, and all persons excluded from the definition of "Employee" in Section 3C of the Regulation.

As noted above, the units found appropriate include professional employees. The Umpire is prohibited by Section 6, B, 3, c of the Regulation from including professional employees in a unit with employees who are not professionals, unless the majority of the professional employees vote for inclusion. I therefore shall direct separate elections in the following voting groups:

Group A shall consist of the professional employees in the first unit described above (the CRS unit). Group B shall consist of the non-professional employees in that unit. The employees in Group A shall be polled on whether or not they desire to be included with the non-professional employees of CRS for purposes of collective bargaining. The employees in both Groups will also be polled as to their choice of representative, whether CREA, AFSCME, BELC, or "no union." If a majority of votes cast in Group A favors inclusion with non-professionals in a unit, the ballots of Group A will be merged with those cast in Group B to determine the bargaining representative. If a majority of votes cast in Group A does not favor inclusion in such a unit, Groups A and B will constitute separate units for purposes of collective bargaining, and the determination of the choice of bargaining representative will be made separately for each Group.

Group C will consist of the professional employees of the Law Library unit found above, and Group D of the non-professionals of that unit. The employees in Group C will be polled on whether they wish to be included in a unit with non-professional employees. Both Groups C and D will also be polled on their choice of bargaining representative, whether LLCUNAE, AFSCME, BELC, or "no union." If a majority of the votes cast in Group C favors inclusion in a bargaining unit with non-professionals, the ballots of Groups C and D shall be counted together, but maintained separately, to determine whether LLCUNAE has received a majority of the votes cast. If it has not received a majority, the ballots of Group C shall be merged with those of Group E, described below, and the ballots of Group D shall be merged with those of Group F, described below. If a majority of Group C does not favor inclusion in a bargaining unit with non-professionals, the ballots of Groups C and D shall be counted separately to determine whether in either or both groups, LLCUNAE has received a majority. In that event, if less than a majority of Group C votes for LLCUNAE, the Group C ballots are merged with those of Group E, described below, and if less than a majority of Group D vote for LLCUNAE, the Group D ballots are merged with those of Group F, described below.

Group E consists of the professional employees in the third unit described above, except for those already in Group C. Group F consists of the non-professional employees in the third unit, except for those already in Group D. Group E employees shall be polled on whether they wish to be included in a bargaining unit with non-professional employees. Groups E and F shall also be polled on their choice of bargaining representative, whether AFSCME, BELC, or "no union." The Group E ballots may be augmented by ballots from Group C, and the Group F ballots may be augmented by ballots from Group D, under the circumstances described above. If a majority of the ballots in Group E (as augmented) favor inclusion in a bargaining unit with non-professionals, those ballots will be merged with the ballots in Group F (as augmented) to determine the choice of bargaining representative. If the ballots in Group E (as augmented) do not show a majority in favor of such inclusion, the ballots of Groups E and F (as augmented where appropriate by ballots from Groups C and D) will be counted separately in determining the choice of bargaining representative. If the ballots of Groups E or F (whether merged or separate) are augmented by the ballots from Groups C or D, respectively, the votes cast for LLCUNAE shall be counted for purposes of determining whether any of the choices on the ballots in Groups E or F received a majority of the votes cast.

DIRECTION OF ELECTION

An election by secret ballot shall be conducted among the employees in the units found appropriate on February 18, 1976. Eligible to vote are those in the voting groups described above who were on the payroll as of January 19, 1976, excluding employees whose employment relation with the Library terminated between that date and the date of the election.

[signed] Frederick U. Reel
Umpire

Washington, D.C.
January 15, 1976